

Jury Trial Demanded

SS# 6922

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF NEW YORK

Amended

James F. Mcmillian

(Write the full name of each plaintiff who is filing this complaint. If the names of all the plaintiffs cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

-against-

NYC Taxi and Limousine Commission

see attachments

(Write the full name of each defendant who is being sued. If the names of all the defendants cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

Complaint for a Civil Case

Case No. 20-CV-5722 (LDH) (RML)

(to be filled in by the Clerk's Office)

Jury Trial: ☒ Yes ☐ No
(check one)

FILED
IN CLERK'S OFFICE
U.S. DISTRICT COURT E.D.N.Y.

★ DEC 07 2020 ★

BROOKLYN OFFICE

4 FILED
2020 DEC 7 AM 10:59
U.S. DISTRICT COURT
E.D.N.Y.

SS# 6922

I. The Parties to This Complaint**A. The Plaintiff(s)**

Provide the information below for each plaintiff named in the complaint. Attach additional pages if needed.

Name	<u>Mr. James F. Mcmillian</u>
Street Address	<u>137-79 70th avenue</u>
City and County	<u>Flushing, NY (Queens)</u>
State and Zip Code	<u>New York 11367 Apt 1</u>
Telephone Number	<u>(718) 607-0188</u>
E-mail Address	<u>jamesmcmillian09@gmail.com OR jamesmcmillian1009@gmail.com</u>

B. The Defendant(s)

Provide the information below for each defendant named in the complaint, whether the defendant is an individual, a government agency, an organization, or a corporation. For an individual defendant, include the person's job or title (if known). Attach additional pages if needed.

Defendant No. 1

Name	<u>NYC Taxi and Limousine Commission</u>
Job or Title (if known)	<u></u>
Street Address	<u>33 Beaver Street</u>
City and County	<u>New York, NY</u>
State and Zip Code	<u>New York 10004 22nd Floor</u>
Telephone Number	<u>(212)676-1013</u>
E-mail Address (if known)	<u>unknown</u>

Defendant No. 2

Name	<u>Ronald Sobers</u>
Job or Title (if known)	<u>PRIOR Department Chief</u>
Street Address	<u>2455 BQE WEST</u>
City and County	<u>Woodside and Queens</u>

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State and Zip Code	<u>New York 11377</u>
Telephone Number	<u>(718) 267-4500</u>
E-mail Address (if known)	<u>unknown</u>

Defendant No. 3

Name	<u>Carmen Rojas</u>
Job or Title (if known)	<u>Assistant Commissioner of Human Resources</u>
Street Address City and County State and Zip Code	<u>33 Beaver Street</u> <u>New York, New York</u> <u>New York , 10004 22nd Floor</u>
Telephone Number	<u>(212) 676-1095</u>
E-mail Address (if known)	<u>carmen.rojas@tlc.nyc.gov</u>

Defendant No. 4

Name	<u>Edwidge Joseph</u>
Job or Title (if known)	<u>Chief/ Captain</u>
Street Address City and County State and Zip Code	<u>2455 BQE West</u> <u>Woodside and Queens</u> <u>New York, 11377</u>
Telephone Number	<u>(718) 267-4500</u>
E-mail Address (if known)	<u>unknown</u>

*** see attachment, cont. Defendants*****II. Basis for Jurisdiction**

Federal courts are courts of limited jurisdiction (limited power). Generally, only two types of cases can be heard in federal court: cases involving a federal question and cases involving diversity of citizenship of the parties. Under 28 U.S.C. § 1331, a case arising under the United States Constitution or federal laws or treaties is a federal question case. Under 28 U.S.C. § 1332, a case in which a citizen of one State sues a citizen of another State or nation and the amount at stake is more than \$75,000 is a diversity of citizenship case. In a diversity of citizenship case, no defendant may be a citizen of the same State as any plaintiff.

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Defendants No. 5:

Dianna M. Penneti
Deputy Commissioner

2455 BQE West
Woodside and Queens County
New York, 11377

(718) 267-4500
dianna.penneti@tlc.nyc.gov

Defendant No. 6:

Louis A. Molina
First Deputy Chief

2455 BQE West
Woodside and Queens County
New York 11377

(718) 267-4500
unknown email

Defendant No. 7:

Noreen Hollingsworth
Assistant Chief

2455 BQE West
Woodside and Queens County
New York, 11377

(718) 267-4500
unknown email

Defendant No. 8:

Linda Andrews
Deputy Chief

2455 BQE West
Woodside and Queens County
New York, 11377

(718) 267-4500
unknown email

Continuing Defendants

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Defendant No. 9

Joyce Yearwood-Drury Case# 10199442 - FEDERAL CHARGE# 16GB901775
Regional Director-

NYS Division of Human Rights
1 Fordham Plaza 4th Floor
Bronx and Bronx County
New York, 10458

718-722-2060

Defendant No. 10

Ira Goldapper (Ira Goldapper) ← Correct Spelling) 
33 Beaver St
New York, N.Y. 10004
22nd Floor

Defendant No. 11

Edwin Caraballo (or) Caraballo (Investigator).
33 Beaver St.
New York, N.Y. 10004
22nd Floor

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What is the basis for federal court jurisdiction? *(check all that apply)*

☒ Federal question

☐ Diversity of citizenship

Fill out the paragraphs in this section that apply to this case.

A. If the Basis for Jurisdiction Is a Federal Question

List the specific federal statutes, federal treaties, and/or provisions of the United States Constitution that are at issue in this case.

B. If the Basis for Jurisdiction Is Diversity of Citizenship

1. The Plaintiff(s)

a. If the plaintiff is an individual

The plaintiff, *(name)* _____, is a citizen of the State of *(name)* _____.

b. If the plaintiff is a corporation

The plaintiff, *(name)* _____, is incorporated under the laws of the State of *(name)* _____, and has its principal place of business in the State of *(name)* _____.

(If more than one plaintiff is named in the complaint, attach an additional page providing the same information for each additional plaintiff.)

2. The Defendant(s)

a. If the defendant is an individual

The defendant, *(name)* _____, is a citizen of the State of *(name)* _____. Or is a citizen of *(foreign nation)* _____.

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b. If the defendant is a corporation

The defendant, (name) _____, is incorporated under the laws of the State of (name) _____, and has its principal place of business in the State of (name) _____. Or is incorporated under the laws of (foreign nation) _____, and has its principal place of business in (name) _____.

(If more than one defendant is named in the complaint, attach an additional page providing the same information for each additional defendant.)

3. The Amount in Controversy

The amount in controversy—the amount the plaintiff claims the defendant owes or the amount at stake—is more than \$75,000, not counting interest and costs of court, because *(explain)*:

**PENSION AND CIVIL SERVICE TITLE WAS TAKEN AWAY DUE TO THE
DISHONESTY OF ALL NAMED. (SEE ATTACHMENTS).**

III. Statement of Claim

Write a short and plain statement of the claim. Do not make legal arguments. State as briefly as possible the facts showing that each plaintiff is entitled to the damages or other relief sought. State how each defendant was involved and what each defendant did that caused the plaintiff harm or violated the plaintiff's rights, including the dates and places of that involvement or conduct. If more than one claim is asserted, number each claim and write a short and plain statement of each claim in a separate paragraph. Attach additional pages if needed.

PLEASE SEE ATTACHED STATEMENTS

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JURY TRIAL DEMANDED

Case # 10199442 Federal Charge # 16GB901775

Mr. James Mcmillian

Vs

The New York City Taxi & Limousine Commission

Charges Demanded to be heard by the Federal Court: Gender Discrimination/Wrongful Termination/Harrassment/Defamation of Character/Retaliation/Working in a Hostile Environment.

General complaint with specific details

This complaint is being filed against not only the **Taxi & Limousine Commission**, but now also the **New York State Division of Human Rights**, for **NEGLECT**. The Human Rights Division Investigator **Joyce Yearwood-Drury** did not fully investigate my case, for example, she stated, **"The Division investigation revealed no information to support Complainant was discriminated against based on gender and/or retaliation for opposing and/or for any reason covered by the NYS Human Rights Law."** This was determined without requesting any/my proof to back up my claim.

And, she stated in her findings, **"Moreover, Complainant has made no statements that relate these issues to his gender"** All of these issues were in my initial complaint, submitted by the Attorney, also in the rebuttal, and never requested for review.

When I spoke to Joyce Yearwood-Drury over the phone on November 2nd, the year 2020, she was extremely rude and refused to hear anything I had to say regarding my case. Her verbal response was, **"They're are a lot of people at The Taxi & Limousine Commission claiming they have been discriminated against"** and also, **"I don't know what to tell you"** and, **"I'd love to see the evidence"** and, **"half of the people you named in your complaint filed for claims"** She was extremely unprofessional, she wouldn't allow me to speak after we spoke for a few minutes, during our 11 minute conversation. I attempted to simply ask, **"may I submit my evidence to you, to support my complaint"** she denied me and took away my Human Rights.

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Holly M Shabazz from the EEOC referred myself to Joyce Yearwood-Drury. This request was to simply ask, "May I submit my proof" my witnesses, my audio and my pictures to Joyce Yearwood-Drury, due to my not knowing this proof would never be requested during the investigation. I hired the attorney's and trusted them as an employment law firm, trusting they would know exactly how to handle my case. It was stated, "Mr Mcmillian has audio and picture proof to back up his complaint" I'm still baffled as to why this was never requested. I, nor my Attorney's never received a phone call from Joyce Yearwood-Drury requesting this information as an investigator.

She went on stating how many of the women and men were complaining about how they were being mistreated at the Taxi & Limousine Commission. As an investigator for Human Rights, I thought she would take mines and these other complaints into deep consideration, to see exactly what is really happening at TLC. Many employee's were afraid to speak up due to fear of losing their jobs. I heard In the year of 2018, a group of **New Cadets** complained about being mistreated by **Assistant Chief Holingsworth**. She was removed from the **Woodside Queens** location and reassigned to **Staten Island**. Shortly after this, she resigned or retired. In the almost 5/6 years that I worked for TLC, I never witnessed a group of employees stand up against the blatant mistreatment by supervision. This time something was done to rectify it. I was grateful for this stand up by the TLC New cadets.

Having already hired an attorney for \$3,000 to represent me, I was very hopeful. The Attorney's stated, **Mr. Vince White**, I believe in your case and will represent you. This is after I sought out at least 3/4 Attorney's. I trusted and was hopeful that my case would be heard by the Human Rights Division and I'd receive Justice. I complained to the **TLC Commissioner Diane Pennetti, First Assistant Chief Molina, Chief Ronald Sobers and Investigator Edwin Caraballo. (Audio Recordings Submitted In this Complaint)**. All of my complaints were ignored. I say this due to the behaviors and unprofessionalism never changing. Instead, after my complaints, many at the job, **Chief Ramos, Officer Janine Williams, Captain Rodriguez, Investigator Edwin Caraballo**, were all more interested in my personal life. I was met with accusations of filing **false sick leave documents**, aka **Malingering** as Mr Edwin Caraballo stated during a time and leave conference, which I was not in violation of TLC's time and leave policies. Edwin only wanted to discuss my personal life, my relationship with Officer Kooma and my child support. He stated, he has signed reports from 2 people stating I used profanity against **Chief Joseph**, which never happened and is a **Terminable Offense**, yet I was still on the job for 7 more months before being terminated. I was still hopeful knowing, all I had to do was wait patiently for my Civil Service Title and I'd have complete job security. **(I have audio proof of that conversation)**. I did raise my voice due to being so frustrated by the mistreatment coming from **Chief Joseph** and other supervision. This continued for an entire year and went unheard of by supervision who has the power to stop it. I began suffering from headaches, nausea and anxiety when it was time to get up and go to work. This is the sole reason for my absence in the month of February. No one at TLC ever asked, was I ok or did I need help with anything personal or professional. I made mention of this in the Time and Leave conference with Caraballo, how the agency could not be trusted, which was also in the presence of my Union Representative, Mike Troman. I sought out EAP for help, but could not successfully do so after being terminated and could not afford it without my job healthcare. How was I made ineligible for my Civil Service Title? The office was extremely hostile to work in. **Kalena Tate and Dawn Ford's** reports were written very unprofessionally. **Chief Sobers** spoke to me via office phone and stated, **"I need you to create a timeline in your reports"** after I was never taught how to write a report. I did so successfully. My point is, the reports of 2 particular women recently named, their reports were not up to standard. The Respondent

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stated in sworn statements, **"how would know if these women were reprimanded or not,"** which is absolutely true. If this were true, shouldn't their reports have changed? They never did change, as well as their dress code violations. I was approached by **Ronald Sobers** and told, I cannot wear the attire I was wearing on the day he approached me coming from the mens room. I simply asked, "Is this all across the board" he said, **"yes, I'll send an email"** I never received that email. **Edwin Caraballo never produced documentation of my having to get permission to carpool with Officer Kooma.** I know for a fact a Captain and Officer were riding together frequently, to and from work. As an investigator, shouldn't he have known this?

Defamation of Character/Wrongful Termination - Carmen Rojas, TLC's Assistant Commissioner for Human Resources, was named by Dept Chief Ronald Sobers as the person who has the authority to take away my title that stated "You were considered and not selected for appointment and have been made ineligible for further certification" This is after taking the test for "Operations Communications Specialist" In January of 2018, scoring 100% in all 3 categories. Education and Experience, Final Average and Adjusted Final Average. **Carmen Rojas** stated in her sworn response to my complaint, **"He was Unprofessional and Combative"** (my recorded work on the job can show not only my professionalism, but also my training at least 6/7 new Operators; Operator Tate stated, **"I do not train"**) I have never physically worked with Carmen Rojas, so how may she make such a claim that took away my Civil Service Title, my 5 years of Pension I was preparing to pay back and serve TLC until retirement. I was always professional and never combative. Carmen Rojas emailed me personally about the up and coming civil service title, yet they claim, how was I under the assumption I'd be chosen for my permanent title with the agency. This was not an assumption, this was my right regarding my successful requirements. At least 2 years successful experience on the job, given by **DCAS, signed off by the Governor in 2016.**

Proof of my professionalism - Noreen Hollingsworth sent me a **KUDOS** email after **Officer Patricia Titley** submitted a letter stating, how great I was an Operator, my professionalism and my consideration makes it completely safe for all the parties involved during a TLC car stop. The Officers, Passengers and immediate community.

Proof of Harassment/Retaliation - Chief Joseph and the agency, (those named) mistreated me beginning in 2016 to 2018. This was soon after myself and Officer Stephanie Kooma began dating. We were never unprofessional on the job, not holding hands or hugging or anything that should not be done at work. Before her tour would begin, she'd come in and chat a bit, never interrupting my duties, being loud or disrespectful to anyone in the Radio Room or throughout the agency. Some of the other employee's were not too happy about our dating, especially the women. Officer Kooma was later banned from the radio room while no one else was. The hostile work place involved, female officers and staff from other units would come in the Radio Room all the time, loud conversations while the air was live, arguments, gossip, personal phone calls etc, after officer Kooma was banned from the radio room (**Audio Proof of an argument while the air was live, cursing, yelling and pictures**). **Female Operator Natasha Robinson was fired after that incident, which was unfair, because Operator Tate remained on the job and received her Civil Service Title. Operator McCabe was on the job after my termination as an operator, yet I was informed by Carmen Rojas, the law states, I cannot be held on the job under the Operations Communications Specialist Title and must be terminated.**

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On October 23rd, 2017, Joesph stormed out of a conference meeting due to my simply asking him questions regarding **TLC policy**. The conference was due to my being late 4 times in approximately 4 years which was a bit outlandish. I reported this behavior to **First Assistant Chief Molina** due to this not being the first time **Joseph** has treated me unfairly, as a man working for the agency. He'd stare at me when I'd enter the building and would also glare strangely if he witnessed my speaking to females, which were just regular work chat conversations. After I reporting Joseph to **Chief Molina**, Joseph's behavior continued. I was under the impression I was employed by the city and these things weren't tolerated by any employee, let alone supervision. Instead, I was met with retaliation. Removed from the radio room, told to empty my locker by **Captain Robinson**. I was hired for **Operations Communications Specialist** and my back ground experience dates back to 1998. I was never given and explanation as per why I was removed. It was obvious that my complaints were the reason. So obvious, **Molina** sent me an email a few days later having me removed from the radio room. All due to the incidents **Chief Joseph** created, snatching paperwork from me stating. "Yes I am", after I asked, is this what you're doing? The email stated, I was being reassigned. **Molina** also sent me an email and it seems in this email he was upset. Informing me, I do not have the right (**bullying**) to speak to anyone at **33 Beaver St.** His reason for the email was because of my need for a barcode on my ID card. I asked **Sobers** 2/3 times for the barcode due to our receiving them prior to Molina's being hire by TLC and it went ignored. I spoke to Sobers about having a barcode on my ID card so that the operations unit can keep track of what equipment is being used by each employee. Yet, Molina still sent this aggravating email. Why? (**I have an email to proof**).

On **October 23rd**, **Joseph** stormed out of a conference and angrily threw my portable radio on my work desk. I reported this to Molina. I began suffering from an extreme headache on this day from the stress Joseph was causing and I asked to leave to go to the hospital. All the audio proof I have is not only the stress I suffered. I began audio recording after my complaints were ignored. **Chief Joseph was dishonest in a sworn statement**, defaming my character stating, I used profanity against him, using the term, **F**king**. This lie from Joseph caused me to lose my job, my pension and go into an extreme dept due to not being allowed to work at the job I worked so hard for. I have audio proof this is a lie. Chief Joseph took an oath and has lied on this sworn statement against me which was the foundation of my being terminated from TLC.

Commissioner Diane Pennetti was told about my complaints personally from me and did not resolve the issues I complained about regarding the radio room staff. She stated she would take care of it, yet I was met with the same behavior in the radio room. Violations of the dress code, only I had to follow, ridiculed and removed (**retaliation**) from my post to work at the tour desk with Officer Sylvester Calio, who was assigned to work there during our same time of tour. There wasn't enough room at the tour desk for myself and Officer Calio. He was a senior with back problems, yet I was posted at the same location making Officer Calio stand at times. I was needed at the my post they removed me from. TLC Officers were assigned to fill in for my radio room tour constantly and placed in the seat I occupied. TLC officers were hired to conduct car stops in the field, yet they were in the radio room doing the job I was hired to do.

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Assistant Chief Molina was told about my complaints, yet never did anything to change Chief Joseph's behavior, Joseph's harassment continued well after the discussion with Molina and got worst.

Ronald Sobers was told about the complaints as well. His response was, "**Joseph is not hostile**" and "**we're not here to talk about Joseph**" and "**if you keep speaking about Joseph, this conversation is going to end**" Sobers knew Kalena Tate slept on the job (which is extremely dangerous for field officers and did nothing about it) and also sided with female operator Fallon Coffey, after she wrote a general report against me, pulling me into his office, giving me the "**are you a team player?**" speech. I mentioned to Sobers, I'm always on the team of radio room operators to make sure all runs smooth for everyone during our shift. He stated, "**they say you move around a lot**" (which were the women I no longer dealt with in the same way, due to my dating someone I was becoming very serious with, out of respect for our dating) He also stated, as he chuckled, "**I don't know what you got going on in your life, but you need to stay focused**" which was an indirect accusation of my being incompetent and neglectful toward the duties I was hired to perform. My work professionalism never changed and this can be proven by listening to the "**Black Box**" which recorded every transmission during my work tour. Many Officers would always ask, "**hey James, are you the radio room supervisor?**" Sobers stated in a sit down counseling session about my time and leave, that I was an excellent employee and if I were to go to another job, if it did not work out at the new job, he'd hire me again.

Harassment - Chief Andrews entered the radio room one day and was happy about my work. She came to my station and wrapped both of her hands/arms around me as I sat and shook me back and forth until my glasses almost came off. I was embarrassed and felt less than a man to have to allow a female supervisor to do this to me. If it were the other way around and I did this to her, I'm almost sure I would have been fired the same day. She also attempted to accost a conversation about coffee creamer another day. It was not pertaining to work so I ignored her comment. She then, raised her voice, "**are you listening to me**" when I just continued working she then stated, "**are you wearing earphones.**" I said, Yes, Sobers informed us, it was ok to wear them. She responded, "**I'll see about that.**" I was later met with an email stating I cannot wear ear phones or any ear devices while working. However, Dawn Ford and Kalena Tate wore bluetooth devices and they never stopped after the email was sent to me.

Demanding the Federal Court to allow my case to be heard before a Federal Court Judge, so that I may receive the Justice that I deserve. The lies told in sworn statements (Perjury) by Chief Joseph, Carmen Rojas, Chief Sobers and the Retaliation and Harassment by Chief Molina has all led to, being terminated from my job, losing my pension, the respect I use to have from my teenage sons, who now look at me differently due to my child support dept. My license has been suspended and I have been in EXTREME DEPT since May of 2018, when TLC wrongfully terminated me and defamed my character.

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IV. Relief

State briefly and precisely what damages or other relief the plaintiff asks the court to order. Do not make legal arguments. Include any basis for claiming that the wrongs alleged are continuing at the present time. Include the amounts of any actual damages claimed for the acts alleged and the basis for these amounts. Include any punitive or exemplary damages claimed, the amounts, and the reasons you claim you are entitled to actual or punitive money damages.

PLEASE SEE ATTACHED REQUEST ALONG WITH ACTUAL PROOF SUBMITTED.

V. Certification and Closing

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

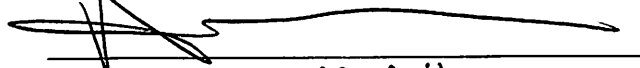
A. For Parties Without an Attorney

I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

Date of signing: 12/4, 2020

Signature of Plaintiff

Printed Name of Plaintiff


Mr. James F. McMillian

Relief IV.

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I hereby request the amounts of actual damages/punitive damages, pain and suffering be made/determined by a **FEDERAL COURT JUDGE & JURY**, for the charges filed against the **DEFENDANTS**.

Wrongful Termination

Defamation of Character

Retaliation/Harassment

Gender Discrimination

Violation of Human Rights/Improper & Tardy State Investigation

THIS DOCUMENT CONTAINS A TRUE WATERMARK - HOLD UP TO LIGHT TO VIEW

WESTERN UNION WU **MONEY ORDER**

WESTERN UNION FINANCIAL SERVICES INC. - ISSUER - Englewood, Colorado
Payable at Wells Fargo Bank Grand Junction - Downtown, N.A., Grand Junction, Colorado

17-904519308

PAY-O-MATIC
(ISSUING AGENT)

A 132556 D 111720
T 1538 05
179045193086 L 000408

\$ 400.00

PAY EXACTLY FOUR HUNDRED DOLLARS AND NO CENTS

PAY TO THE ORDER OF U.S. District Court (clear) PAYMENT FOR/ACCT. #

Mr. James McMillan 137-99 90th Avenue
Flushing N.Y. 11367 - Apt #1

PURCHASER'S SIGNATURE

1021004001 40179045193086

MONEY ORDER RECEIPT - NON NEGOTIABLE

AGT 132556 LOC 000408 DT 111720 \$400.00 4HUNDREDDOLLARS AND NO CENTS

Payable to:
RETAIN THIS MONEY ORDER RECEIPT. IT MUST BE INCLUDED WITH ALL REFUND REQUESTS. BE SURE TO READ IMPORTANT INFORMATION BELOW AND ON BACK. For your own records, it is recommended that you make a photocopy of the completed Money Order before providing it to the receiver.
PURCHASE AGREEMENT: You the purchaser agree that Western Union Financial Services Inc. (WUFSI) need not stop payment on, or replace, or refund a lost or stolen WUFSI Money Order unless (1) you fill in the face of the Money Order at the time of purchase, and (2) you report the loss or theft to Western Union Financial Services Inc. in writing immediately, and (3) You provide WUFSI with this original Money Order receipt issued by Western Union Financial Services Inc., Englewood, Colorado. For customer service, call 1-800-999-9660.

* 17904519308 *



MONEY ORDER RECEIPT - NON NEGOTIABLE

AGT 132556 LOC 000408 DT 111720 \$400.00 4HUNDREDDOLLARS AND NO CENTS

Payable to:
RETAIN THIS MONEY ORDER RECEIPT. IT MUST BE INCLUDED WITH ALL REFUND REQUESTS. BE SURE TO READ IMPORTANT INFORMATION BELOW AND ON BACK. For your own records, it is recommended that you make a photocopy of the completed Money Order before providing it to the receiver.
PURCHASE AGREEMENT: You the purchaser agree that Western Union Financial Services Inc. (WUFSI) need not stop payment on, or replace, or refund a lost or stolen WUFSI Money Order unless (1) you fill in the face of the Money Order at the time of purchase, and (2) you report the loss or theft to Western Union Financial Services Inc. in writing immediately, and (3) You provide WUFSI with this original Money Order receipt issued by Western Union Financial Services Inc., Englewood, Colorado. For customer service, call 1-800-999-9660.

* 17904519308 *



money order was cashed Wed, Nov. 25, 2020



**Division of
Human Rights**

SS# 6922

NEW YORK STATE
DIVISION OF HUMAN RIGHTS

NEW YORK STATE DIVISION OF
HUMAN RIGHTS on the Complaint of

JAMES MCMILLIAN,

Complainant,

v.

NEW YORK CITY TAXI AND LIMOUSINE
COMMISSION,

Respondent.

DETERMINATION AND
ORDER AFTER
INVESTIGATION

Case No.
10199442

Federal Charge No. 16GB901775

On 12/11/2018, James McMillian filed a verified complaint with the New York State Division of Human Rights ("Division") charging the above-named respondent with an unlawful discriminatory practice relating to employment because of sex, opposed discrimination/retaliation in violation of N.Y. Exec. Law, art. 15 (Human Rights Law).

After investigation, and following opportunity for review of related information and evidence by the named parties, the Division has determined that there is NO PROBABLE CAUSE to believe that the respondent has engaged in or is engaging in the unlawful discriminatory practice complained of. This determination is based on the following:

Complainant who is male, charges the Respondent with unlawful discriminatory practices in relation to employment because of sex, opposed discrimination/retaliation.

In July 2013, Respondent hired Complainant as an Operations Communications Specialist. Chief Ronald Sobers, male, and Assistant Chief Noreen Hollingsworth, female, were Complainant's direct Supervisors.

In 2014, Complainant alleges Respondent passed over Complainant for a promotion. Complainant alleges that he was the most qualified person for the position.

On November 21, 2017, Complainant alleges that he was falsely accused for faking illness for time off. He was asked about his personal life, and if he was in a relationship with his colleague

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because they took off the same days. The Division has determined that this line of questioning does not show a causal relationship to gender and thereby is not discriminatory. In addition, it is outside of the one-year statute of limitations pursuant to New York State Law.

Complainant alleges Respondent Supervisor Edwidge, male, yelled Complainant's name in front of other employees, and Complainant felt harassed. Complainant alleges that Joseph then followed Complainant into the radio room and said, "You disobeyed a direct order, I was just trying to give you back your portable." Complainant alleges Joseph then threw Complainant's radio at him. Complainant has claimed that the actions taken by Respondent Edwidge led to trauma.

In 2018, Complainant took FMLA leave to care for his Uncle. When he returned, Joseph said he needed a doctor's note to return to work. Complainant tried to talk Sobers about this conduct, which he felt was discriminatory, however, Sobers refused to speak to him about this topic. In February 2018, Complainant alleges that his physical symptoms of stress and blood pressure increased due to Respondent's discrimination. He therefore took off the month of February to treat his condition.

The Division investigation revealed no information to support Complainant was discriminated against based on gender and/or in retaliation for opposing discrimination and/or for any reason covered by the NYS Human Rights Law.

Harassment
The Division notes most of the issues raised by Complainant relate to interactions between himself and various supervisors, most male. Complainant alleges these actions led to trauma, but normal workplace conflicts/actions such as being yelled at by a supervisor or being asked to present a doctor's note to return after many days out of work, is insufficient to support discrimination. Moreover, Complainant has made no statements that relate these issues to his gender. The Complainant has presented no information to support these day-to-day supervisory conflicts relate to discrimination. (By example, there is no information to support any employee is allowed to remain out of work for weeks or months without being required to submit documentation.) The Division notes such a requirement is a normal business practice. The Division notes Respondent has policies and procedures in place regarding leave requests and return to work.

Moreover, the Complainant's alleged gender discrimination and stated that his similarly situated female co-workers were given various forms of preferential treatment and were not disciplined. It is noted Complainant would have direct knowledge of the disciplinary history of other employees. Respondent submitted reports documenting female employees who have been disciplined by the same supervisors who Complainant alleged only disciplined him. It is also noted many of these female employees were disciplined more severely than Complainant, up to and including terminations.

The Division investigation also does not support Complainant's termination as discriminatory. The Complainant was a probationary employee. When a permanent list was created in March 2018, Complainant was not chosen for permanent employment and was subsequently terminated. The Division investigation does not support the failure to hire Complainant as a permanent

55# 6922

employee was retaliatory. The Division investigation and documents in the record support Respondent had legitimate nondiscriminatory reasons for not hiring Complainant. In fact, Respondent submitted documentation that a similarly situated female employee was also terminated from their probationary employment in February 2018 prior to the failure to appoint Complainant in May 2018. These facts do not support an inference of discrimination or that gender was a determinative factor.

Based on the foregoing, the Division investigation does not support Respondent violated the NYS Human Rights Law.

The complaint is therefore ordered dismissed and the file is closed.

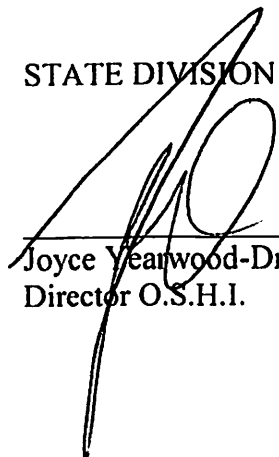
PLEASE TAKE NOTICE that any party to this proceeding may appeal this Determination to the New York State Supreme Court in the County wherein the alleged unlawful discriminatory practice took place by filing directly with such court a Notice of Petition and Petition within sixty (60) days after service of this Determination. A copy of this Notice and Petition must also be served on all parties including General Counsel, State Division of Human Rights, One Fordham Plaza, 4th Floor, Bronx, New York 10458. DO NOT FILE THE ORIGINAL NOTICE AND PETITION WITH THE STATE DIVISION OF HUMAN RIGHTS.

Your charge was also filed under Title VII of the Civil Rights Act of 1964. Enforcement of the aforementioned law(s) is the responsibility of the U.S. Equal Employment Opportunity Commission (EEOC). You have the right to request a review by EEOC of this action. To secure review, you must request it in writing, within 15 days of your receipt of this letter, by writing to EEOC, New York District Office, 33 Whitehall Street, 5th Floor, New York, New York 10004-2112. Otherwise, EEOC will generally adopt our action in your case.

Dated: 11/5/19
Brooklyn, New York

STATE DIVISION OF HUMAN RIGHTS

By:



Joyce Yearwood-Drury
Director O.S.H.I.

EEOC Form 161 (1/1/16)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
DISMISSAL AND NOTICE OF RIGHTS

To: **James McMillan**
c/o White Nisar & Hilderty LLP
570 Lexington Avenue
Suite 1600
New York, NY 10022

From: **New York District Office**
33 Whitehall Street
5th Floor
New York, NY 10004

☐ On behalf of person(s) aggrieved whose identity is: **CONFIDENTIAL (28 CFR 1601.17)**

EEOC Charge No. _____ EEOC Representative **Holly M. Shabazz,** Telephone No. _____
State & Local Program Manager

16G-2019-01776 (929) 506-5316

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- ☐ The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- ☐ Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- ☐ The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- ☐ Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- ☐ The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- ☒ The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- ☐ Other (briefly state) _____

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice, or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

Enclosure(s)

On behalf of the Commission
Judy A. Keenan

August 26 2020
(Date Mailed)

Judy A. Keenan,
Deputy Director

cc: **NEW YORK CITY TAXI AND LIMOUSINE COMPANY**
Attn: Director of Human Resources
33 Beaver Street
22F2
New York, NY 10004

*The EEOC Review
Did not follow along
the case is lost
The best answer
is for the case
to be probable
no finding is
"no finding is"*

**INFORMATION RELATED TO FILING SUIT
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.
If you also plan to sue claiming violations of State law, please be aware that time limits and other
provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS - Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),
the Genetic Information Nondiscrimination Act (GINA), or the Age
Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge within 90 days of the date you receive this Notice. Therefore, you should keep a record of this date. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed within 90 days of the date this Notice was mailed to you (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS - Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred more than 2 years (3 years) before you file suit may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 - not 12/1/10 - in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

ATTORNEY REPRESENTATION - Title VII, the ADA or GINA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

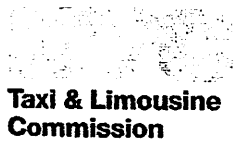
ATTORNEY REFERRAL AND EEOC ASSISTANCE - All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, please make your review request within 6 months of this Notice. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.

SS# 6922

SS# 6922



Meera Joshi Commissioner

Human Resources
33 Beaver Street, 22nd Floor
New York, NY 10004

+1 212 676 1095 tel
+1 212 676 1154 fax

Hired July 2013

July 28, 2015

Civil Service Technical Guild-Local 375
125 Barclay Street
New York, NY 10007

Re: James McMillian
S.S. #: -6922
Address: 9027 170th Street #1
Jamaica, NY 11432

New Address
137-79 70th Avenue
Flushing N.Y. 11367 - Dot 1

Dear Sir or Madam:

Please be advised that the above employee was appointed to The New York City Taxi & Limousine Commission as an Operations Communications Specialist, effective 06/30/2013.

He is a current employee with no breaks in service.

Sincerely,

A handwritten signature in cursive script, likely belonging to Ivanova Pichardo.

Ivanova Pichardo
Human Resources Specialist
(212) 676-1078
pichardi@tlc.nyc.gov



DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
HUMAN CAPITAL
BUREAU OF EXAMINATIONS
1 CENTRE STREET, 14th FLOOR
NEW YORK, NY 10007

SST

SST
6922**NOTICE OF RESULT**

04/16/2018

JAMES F. MCMILLIAN
9027 170 STREET
JAMAICA, NY 11432

SSN: XXX-XX-6922

Congratulations. You have passed the examination for:

Exam #: 8267 000 Exam Title: OPERATIONS COMMUNICATIONS SPECIALIST
Your list number is 10

Your list number was determined by your adjusted final average as shown below:

EE	Education And Experience Test:	100.000	Weight: 100%
	FINAL AVERAGE:	100.000	
	ADJUSTED FINAL AVERAGE:	100.000	

Change of Name: Changes of name should be sent to: DCAS - Human Capital, Certification Unit, 1 Centre Street, 21st Floor, New York, NY 10007. Please include your old and new name, and documentation supporting your name change. You may miss a chance for appointment if we do not have your correct name.

Change of Address: If you are a City employee who has access to Employee Self Service (ESS) (www.nyc.gov/ESS), you MUST change your mailing address through ESS. Change of addresses in ESS will be uploaded to DCAS' EXAM/Certifications/Investigations systems from NYCAPS.

If you are not a City employee or do not have access to ESS, you can change your address by completing the Data Correction Form (<http://www.nyc.gov/html/dcas/downloads/pdf/misc/dp148a.pdf>) and submitting it to DCAS as directed on the form.

You may miss a chance for appointment if we do not have your correct address.

NOTE: All correspondence should include your name, address, social security number, examination title, and examination number. Keep this Notice for your records and have it with you when requesting information. If you would like information about the status of the examination, call (212) 669-1357 and follow the menu prompts to hear eligible list information.

Passed Civil Service Title
Test - (22)

**Taxi & Limousine
Commission**

Meera Joshi
Commissioner

Carmen Rojas
Assistant Commissioner
For Human Resources
carmen.rojas@tlc.nyc.gov

33 Beaver Street
22nd Floor
New York, NY 10004

+1 212 676 1095 tel
+1 212 676 1154 fax

May 9, 2018

Mr. James McMillian, Jr.
9027 170th Street - #1C
Jamaica, NY 11432

Dear Mr. McMillian:

On March 28, 2018, the Qualified Incumbent Examination for the title of Operations Communications Specialist was established. You were considered and not selected for appointment and have been made ineligible for further certification.

The law states that provisional employees cannot be retained in a title when a civil service list for that title has been established. Therefore, it is necessary to terminate your services as a provisional Operations Communications Specialist effective May 15, 2018.

You will receive a lump sum payment for any credited annual leave accruals. Please note sick leave accruals can only be paid to those employees with ten years or more of city service.

Health benefits are administered under the New York City Automated Personnel System (NYCAPs Central). If you have any questions regarding health benefits, you can contact them at (212) 487-0500. You should also contact your union for benefits you may be entitled to such as life insurance and prescription coverage. NYCAPs Central will send you information regarding COBRA which will allow you to continue health coverage for you and your family through direct payments.

Sincerely,

Carmen Rojas
Carmen Rojas
Assistant Commissioner
For Human Resources

cc: Dianna Pennetti, Deputy Commissioner for USB
Ira Goldapper, Director of Labor Relations/Discipline
Melissa Marrero, Deputy Director for Human Resources

Wrongful Termination
SS# - 6922

(New Address
137-79 70th Avenue
Flushing N.Y. 11367 - Apt 1)

**Taxi & Limousine
Commission**

55#6922

Uniformed Services Bureau
24-55 BQE West
Woodside, NY 11377
Meera Joshi, Commissioner

SUPERVISOR CONFERENCE EMPLOYEE

EMPLOYEE EMERGENCY ANNUAL LEAVE (EAL) USAGE

Date of Conference: March 15, 2017

Employee's Name: McMillian, James, Communications Specialist

1) **Date of Absence:** Feb 6, 2018 **Duration of Absence:** 1 day documented APPROVED

2) **Date of Absence:** Mar 7 2018 **Duration of Absence:** 2 hours undoc APPROVED

3) **Date of Absence:** Mar 8, 2018 **Duration of Absence:** 1 day undoc Denied

Supervisor's Comments / Recommendations: listed above

-Three incidents listed above. The February date was documented for court appearance. The March 7 date is due to weather and approved for that day (2 hours) The March 8 date is disapproved. Practice is that an employee is approved 2 hours for car trouble. There is no documentation submitted the time is denied.

Instances of EAL usage to date: 11 The dates are as follows: May 26, 2014, Jan 26, 2015, Jan 27, 2015, Oct 9, 2016, Nov 28, 2016, May 14, 2017, Dec 4, 2017 and Jan 4, 2018, Feb 6, 2018, March 7 and 8 2018.

Employee's Signature: _____

Date: 3/15/18

Supervisor's Signature: _____

Date: Mar 15, 2018

Cc: Human Resources Division

Step Program
All 3 Steps Done
on One Day...

Didn't go to Sanctions Step or Oath!!
(completely Denied + Terminated)

NEW YORK STATE DEPT OF LABOR
PO BOX 15130
ALBANY NY 12212-5130

EFF. DT. 05/21/2018 LO# 0831 9
SOC. SEC. NO.: XXX-XX-6922
ER NO. E04-60123 6
Mail Date: June 12, 2018

JAMES MCMILLIAN
9027 170TH ST

JAMAICA NY 11432-5333

*Date
Hired - 7/2013*

*Attempted to
Destroy unemployment Benefits !!*

Dear JAMES MCMILLIAN,

There is an issue with your Unemployment Insurance. We need specific information from you about:
your separation from The City of New York.

In addition, the determination may result in the imposition of a:

- Recoverable overpayment.
- Monetary penalty.
- Forfeiture of future benefits.

While we review your claim, if you are still unemployed and meet all the eligibility requirements, continue to claim weekly benefits on the Internet, www.labor.ny.gov, or by calling the toll-free Tel-Service number, (888) 581-5812.

Please call me as soon as possible, but no later than 3:00 PM on Monday, June 18, 2018.

My toll-free phone number is **1-888-209-8124**, extension **5208**.

If you are not able to contact me before 3:00 PM, please leave me a voice mail message. Leave your name, social security number, and a telephone number where I can reach you during my work hours. You must continue to claim weekly benefits online or over the phone as long as you are still unemployed. If you have returned to work, you may request to resolve this issue by mail.

UserRACF

SS# 6922

Good Evening,

On November 28, 2016, legislation authorizing the NYC Department of Citywide Administrative Services (DCAS) to administer a one-time Qualified Incumbent Exam (QIE) as a means to sustain citywide operations and to effectively address the City's provisional count, was signed and approved by the Governor. There are 193 titles that have been identified for the QIE.

Our records indicate that you are serving provisionally in a title identified for the QIE – Operations Communications Specialist. You also have at least 2 years of satisfactory service at your agency in this title. Please be advised that the QIE for the title of Operations Communications Specialist is open for filing from 5/03/2017 – 5/16/2017.

Please be advised that the QIE is only for provisional Operations Communications Specialist currently serving in the title with at least 2 years of satisfactory service in the title. You are strongly encouraged to file for this exam to afford yourself an opportunity to obtain permanent status in the Operations Communications Specialist title. Choosing not to file for this exam and to remain a provisional employee puts you at risk for termination.

I filed +
passed !!!

Sent to me -
from Human Rights Asst. Comm.
Corrmen ROJAS

Regarding my
eligibility for Civil Service Title
"Operations Communications Specialists"

2:08

SS# 6922



Kudos to Radio Oper...



TO: [redacted]

< [redacted] >

**Subject: FW: Kudos to Radio
Operator McMillian**

From: Hollingsworth, Noreen (TLC)
 Sent: Wednesday, December 31, 2014 8:42 AM
 To: McMillian, James (TLC)
 Cc: Scanlon, Raymond (TLC); Sobers, Ronald (TLC)
 Subject: Kudos to Radio Operator McMillian

Good Morning Mr. McMillian,
 Today I received this note in the mailbox assigned to me. It really made my day and I want so share it with you. Additionally, I want to thank you for inspiring such a big thank you. You clearly touch, move and inspire folks on the trail of greatness. Keep up the great work and know that it doesn't go unnoticed. Thank you.



Noreen Hollingsworth
 Assistant Chief
 New York City Taxi and Limousine Commission
 2455 Brooklyn Queens Expressway
 718*267*4567 phone
 718*956*6204 fax

http://www.nyc.gov/html/tlc/html/about/faq.shtml
 www.nyc.gov/html/tlc/html/about/faq.shtml



New Message

SS# 6922

**To: Chief Hollingsworth
From: Inspector Titley 1552
Date: December 30, 2014
Re: James McMillian**

Foundation is the first framework that introduces and develops concepts for the fulfillment of a goal. At the Taxi & Limousine Commission everyone plays his or her part, which together works towards our goal: A safe passenger experience. I, as a new Inspector, have found my job to run more smoothly when I'm in the field and receive my central computer check information from Mr. James McMillian.

Mr. McMillian is always respectful, courteous and patient. Precise information is dispatched immediately. When and if more time is needed to retrieve additional data, he gives clear explanations of why there is a delay. He always maintains verbal contact with each individual until all information is acknowledged thus eliminating confusion. He has excellent communication skills: the ability to listen and convey details slowly and clearly. All printouts requested from him are ready when needed.

With timing being one great feature of a satisfactory car stop, Mr. McMillian's information and the service he performs makes it possible for me to expedite my duties. Ultimately ensuring the safety of all parties involved: inspector, driver and passenger and securing the foundation of a safe passenger experience. I would like to acknowledge him for his professionalism and continuous job well done.

Thank you for your time and consideration regarding this matter.

Inspector Titley 1552

1:58



SS#6922



2 Messages

Leave for December... ^ v

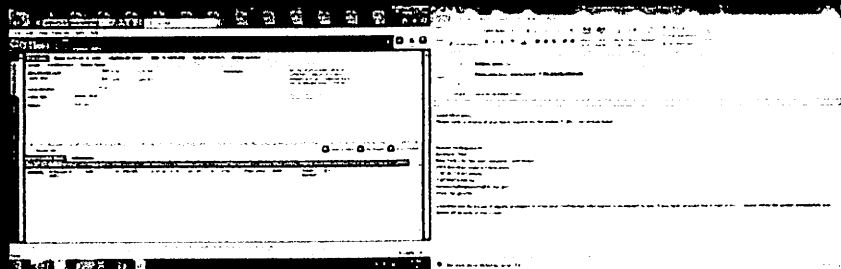
From: Hollingsworth, Noreen (TLC)
Sent: Wednesday, December 13, 2017 1:03 PM
To: McMillian, James (TLC)
Cc: Molina, Louis (TLC); Sobers, Ronald (TLC); Arias, Rafael (TLC); Andrews, Linda (TLC); Joseph, Edwidge (TLC); Lorenzi, Edwin (TLC); Mulero, Edwin (TLC)
Subject: Leave for December 7, 2017
Importance: High

Good Afternoon,

Please note, your leave request for December 7, 2017, for annual leave due to son being struck on December 4th and waking up in pain, but going to school, on the 7th has been reviewed. No document for the absence has been submitted and child care leaves are contractual leaves based on the birth or adoption of a child. For those reasons the leave has been denied.

Also please note, the Tour Desk and Radio Room are covered by Lieutenant Arias and myself. This being the case all documentation and communication regarding time and leave are to go through one of us.

Thank you.



Noreen Hollingsworth
 Assistant Chief
 New York City Taxi and Limousine Commission



New Message

Denied Paid
 time off
 for Son!!!

Leaves are
 Contractual?
 Birth or
 Adoption!!!
 The child
 is my son
 some last
 name!!!

View Leave

Name: MC MILLAN JR, JAMES

CityTime ID: 394871

Title: OP COMM SPEC

Req ID: 259749270

Status: Cancelled

Details

Scheduled Hours

Request History

Show Adjusted Times

Start

07:00

12/07/2017

Comments

Leave Time

End

15:00

12/07/2017

Leave Duration

07:00

Leave Type

ANNUAL LEAVE

Reason

Child Care

Son was struck by motor vehicle on 12/04/2017. Woke on 12/07/2017 complaining of pain. I called out due to this. He attended school on that day.

Maximum character input: 500
Characters entered: 144

* = Required Field

Upcoming Requests

Requests for Current Week and Next Three Weeks:

Req ID	Start Date	Start Time	End Date	End Time	Time Requested	Type	Reason	Status
--------	------------	------------	----------	----------	----------------	------	--------	--------



Return to My Disapproved Items



New Request

55#6922

2:10



< ④ NO COMPY DRIVER 0... ^ v

SS# 6922

FROM: MICHAEL, JAMES (TLC)

<[redacted]>

Date: August 6, 2017 at 6:18:53 PM EDT

To: "[redacted]"

<[redacted]>

Subject: FW: NO COMPY DRIVER 08.04.2017.xls

what does this mean?
←
Compy Driver!!!

From: Ford, Dawn (TLC)
Sent: Friday, August 04, 2017 7:32 PM
To: Sobers, Ronald (TLC); Hollingsworth, Noreen (TLC); Joseph, Edwidge (TLC); Lorenzi, Edwin (TLC); Andrews, Linda (TLC); Mulero, Edwin (TLC); Sobers, Ronald (TLC); RadioRoom
Cc: Pierre, Michael (TLC)
Subject: NO COMPY DRIVER 08.04.2017.xls
Importance: High



NO COMPY...04.2017.xls

107 KB



New Message

2:04



4

CMT



SS#6922

EDI

To: ""

<[redacted]>

Subject: FW: CMT

From: Sobers, Ronald (TLC)
 Sent: Monday, May 09, 2016 11:44 AM
 To: McMillian, James (TLC)
 Subject: RE: CMT

From: McMillian, James (TLC)
 Sent: Monday, May 09, 2016 8:45 AM
 To: Sobers, Ronald (TLC)
 Subject: CMT

Good Morning Chief,

I need instructions on how to fully operate the CMT system. I believe some time ago you made mention of an instruction manual. Where can I retrieve the manual so that I am up to speed when using the new system.

James McMillian
 Radio Room Operator #754
 New York City Taxi and Limousine Commission
 24-55 BQE West, Woodside N.Y 11377
 mobile# 718-350-4581

My home address is 24-55 BQE West, Woodside N.Y 11377
 My home phone is 718-350-4581

This Email
 was never
 Answered
 By
 Dept Chief
 Ronald
 Sobers



New Message

SS# 6922

Sheet1

Sheet2

Sheet3

Sheet4

Sheet5

**NEW YORK TAXI & LIMOUSINE COMMISSION**

Woodside Communications Division

Incident Report



1/9/18

INVESTIGATIONS UNIT

1

of

1

A. Channel AT 1051HRS. (405) OFC. RODRIGUEZ, CALLED IN A CARSTOP IN FRONT OF 1027 ROSE STREET ON VEHICLE PLATE T720466C WHICH WAS NOT FOUND ON TLC AND CAME BACK AS A PLATE RCARS17 ON DMV VEH. 17 DMV SHOWING T720466C AS PREVIOUS PLATE RCARS17 WAS 17 ON TLC WITH DRIVR CLIENT ID#954545102 WHICH CAME BACK TO DRIVER MORRISON, SEAN DOB 07/05/1977 DRIVER CAME BACK FAILED TO RENEW TLC AND 18 DMV WITH 2 OPEN 2 ON 2 DATES 1-UNDER WAS CALLED BY (530) OFC. ZIGBINIEW AT 1104HRS. WITH (439) OFC. DELMONTE, R ARRESTING AND (405) OFC. RODRIGUEZ, ASSISTING 88 101PCT. VEH WITH PLATE T720466C LEGALLY PARKED IN FRONT OF 1031 ROSE STREET.

B Channel:**C.Channel:****D. Channel:**

Not a standard report as I was instructed to write. (Does not indicate) who wrote this

Sheet3

~~Who~~ who is
this?
wrote
this
report?
who is
Klug?

1:58



SS#6922

2 Messages



4

Leave for December...



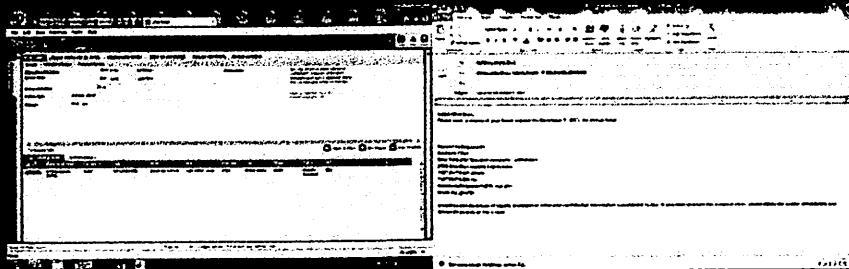
From: Hollingsworth, Noreen (TLC)
Sent: Wednesday, December 13, 2017 1:03 PM
To: McMillian, James (TLC)
Cc: Molina, Louis (TLC); Sobers, Ronald (TLC); Arias, Rafael (TLC); Andrews, Linda (TLC); Joseph, Edwidge (TLC); Lorenzi, Edwin (TLC); Mulero, Edwin (TLC)
Subject: Leave for December 7, 2017
Importance: High

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Also please note, the Tour Desk and Radio Room are covered by Lieutenant Arias and myself. This being the case all documentation and communication regarding time and leave are to go through one of us.

Thank you.



Noreen Hollingsworth
 Assistant Chief
 New York City Taxi and Limousine Commission



New Message

Denied Paid
 time off
 for Son!!!

Leaves are
 Contractual
 Br for
 Adoption!!!
 The child
 is my son
 same last
 name!!!

View Leave Name: MCMILLAN JR, JAMES CityTime ID: 394871 Title: OP COMM SPEC Reg ID: 259749270 Status: Cancelled

Details | Scheduled Hours | Request History

Show Adjusted Times Start: 07:00 End: 12/07/2017

Leave Type End: 15:00 12/07/2017

Leave Duration 07:00

Leave Type ANNUAL LEAVE

Reason Child Care

Comments

Son was struck by motor vehicle on 12/04/2017. Woke on 12/07/2017 complaining of pain. I called out due to this. He attended school on that day.

Maximum character input: 500
Characters entered: 144

* = Required Field

Upcoming Requests Requests for Current Week and Next Three Weeks:

Req ID	Start Date	Start Time	End Date	End Time	Time Requested	Type	Reason	Status
--------	------------	------------	----------	----------	----------------	------	--------	--------

Return to My Disapproved Items New Request

55# 6922

2:08

SS# 6922



4

Kudos to Radio Oper...



10:



**Subject: FW: Kudos to Radio
Operator McMillan**

From: Hollingsworth, Noreen (TLC)
Sent: Wednesday, December 31, 2014 8:42 AM
To: McMillan, James (TLC)
Cc: Scanlon, Raymond (TLC); Sobers, Ronald (TLC)
Subject: Kudos to Radio Operator McMillan

Good Morning Mr. McMillan.
Today I received this note in the mailbox assigned to me. It really made my day and I want to share it with you. Additionally, I want to thank you for inspiring such a big thank you. You clearly touch, move and inspire folks on the trail of greatness. Keep up the great work and know that it doesn't go unnoticed. Thank you.



Noreen Hollingsworth
Assistant Chief
New York City Taxi and Limousine Commission
2455 Brooklyn Queens Expressway
718-267-4567 phone
718-956-6204 fax



New Message

2:10

4 NO COMPY DRIVER 0...

SS#6922

FROM: McVinnick, James (TLC)

<

>

Date: August 6, 2017 at 6:18:53 PM EDT

To: "

"

<

>

Subject: FW: NO COMPY DRIVER 08.04.2017.xls

what does this mean?
←
Compy Driver!!!

From: Ford, David (TLC)

Sent: Friday, August 04, 2017 7:32 PM

To: Soners, Ronald (TLC); Hollingsworth, Gordon (TLC); Josepa, Edwidge (TLC); Lorenzi, Edwin (TLC); Andrew S, Linda (TLC); Mulero, Edwin (TLC); Sobers, Ronald (TLC); RadioRoom; Cer Pierre, Michael (TLC)

Subject: NO COMPY DRIVER 08.04.2017.xls

Importance: High



NO COMPY...04.2017.xls

107 KB



New Message

2:04

CMT

EDU

To: "

Subject: FW: CMT

From: Sobers, Ronald (TLC)
Sent: Monday, May 09, 2016 11:44 AM
To: McMillian, James (TLC)
Subject: RE: CMT

From: McMillian, James (TLC)
Sent: Monday, May 09, 2016 8:45 AM
To: Sobers, Ronald (TLC)
Subject: CMT

Good Morning Chief,

I need instructions on how to fully operate the CMT system. I believe some time ago you made mention of an instruction manual. Where can I retrieve the manual so that I am up to speed when using the new system.

James McMillian
Radio Room Operator #754
New York City Taxi and Limousine Commission
24-55 BQE West, Woodside N.Y 11377
mobile# 718-350-4581

SS#6922

This Email
was never
Answered
By
Dept Chief
Ronald
Sobers

New Message

SS# 6922

Sheet1

Sheet2

Sheet3

Sheet4

Sheet5

**NEW YORK TAXI & LIMOUSINE COMMISSION**

Woodside Communications Division

Incident Report



1/9/18

INVESTIGATIONS UNIT

1

of

1

A. Channel

AT 1051HRS. (405) OFC. RODRIGUEZ, CALLED IN A CARSTOP IN FRONT OF 1027 ROSE STREET ON VEHICLE PLATE T720466C WHICH WAS NOT FOUND ON TLC AND CAME BACK AS A PLATE RCARS17 ON DMV VEH. 17 DMV SHOWING T720466C AS PREVIOUS PLATE RCARS17 WAS 17 ON TLC WITH DRIVR CLIENT ID#954545102 WHICH CAME BACK TO DRIVER MORRISON, SEAN DOB 07/05/1977 DRIVER CAME BACK FAILED TO RENEW TLC AND 18 DMV WITH 2 OPEN 2 ON 2 DATES 1-UNDER WAS CALLED BY (530) OFC. ZIGBINIEW AT 1104HRS. WITH (439) OFC. DELMONTE, R ARRESTING AND (405) OFC. RODRIGUEZ, ASSISTING 88 101PCT. VEH WITH PLATE T720466C LEGALLY PARKED IN FRONT OF 1031 ROSE STREET.

B Channel:**C. Channel:****D. Channel:**

Not a standard report as I was instructed to write. I wrote this

2

SS# 6922

Sheet1

Sheet2

Sheet3

NEW YORK TAXI & LIMOUSINE COMMISSION				
Woodside Communications Division				
Incident Report				
1				
8/4/17	sq.04		1	of 1
AT CHANNEL AT APPROX: 1524 HRS LT PIERRE CALLED FOR A SECTOR CAR AT 168 STREET				
83 AVE PLATE (PA) KHF9233 NOT FOUND ON (A.B).				
UNDER TIME 1527 WITH RMP FROM 103 PCT. 8889 ON SITE.				
AT 1535 HOURS NAME GASPARD, ALFRONZSO. D.O.B 08/08/1979 NOT FOUND				
OFC. 471 TRINIDAD TRANSPORTING PLATE KHF9233. LEGAL PARKED 90-09 169 ST				
88 TO 103 PCT @ 1528 HOURS				
89 TO 103 PCT @ 1554 HOURS				
NO ATTACHMENTS AT THIS TIME.				
ARRESTING: ISLAM				
ASSISTING: KLUG				
751				
At the start and end of every tour the Tour Command Desk & Tour Chief will be notified of Incidents.				
MAKE COMPUTER COPIES OF DRIVER & VEHICLE INFORMATION AND ATTACH IT TO THIS REPORT. INCLUDE NAMES/SHIELD NUMBERS/UNIT NUMBERS/AND AGENCIES THAT RESPOND. PLEASE INCLUDE NAMES AND CONDITIONS OF OFFICES AND PERPS.				

~~Who is~~
 who is
 this?
 wrote
 this
 report?
 who is
 Klug?

1:06



3 Messages
I.D BAR CODE



See More



Found in jamesmcmillian1009...

**James McMillian**

1/9/18

To: jamesmcmillian100... >

From: McMillian, James (TLC)
Sent: Thursday, January 04, 2018 8:54 AM
To: 'Stephanie Kooma'
Subject: FW: I.D BAR CODE

SS# 6922

From: McMillian, James (TLC)
Sent: Thursday, January 04, 2018 8:54 AM
To: Molina, Louis (TLC)
Cc: Sobers, Ronald (TLC)
Subject: RE: I.D BAR CODE

I do sincerely apologize for this. As I was never informed what the procedures were and how they should be carried out. Had I known this prior, this would have never taken place. This request was solely based on my conversation with Mr. Chris Rivera. I appreciate your informing me on what to do in the future.

Regards

McMillian, J #754.



1:06



3 Messages
I.D BAR CODE



SS# 6922

From: McMillian, James (TLC)
Sent: Thursday, January 04, 2018 7:57 AM
To: Molina, Louis (TLC)
Cc: Sobers, Ronald (TLC); Hollingsworth, Noreen (TLC); Majali, Madonna (TLC)
Subject: I.D BAR CODE

Good Morning Chief,

I spoke with Chris Rivera from operations and he advised me to speak with you, in regards to attaining a bar code for my TLC issued Identification card.

Please advise

McMillian, J. #754
Tour Command
NYC Taxi & Limousine Commission
24-55 BQE West
Woodside NY 11377
718-267-4500

See More



1:05



3 Messages
I.D BAR CODE



SS#6922

From: Molina, Louis (TLC)
Sent: Thursday, January 04, 2018 8:39 AM
To: McMillian, James (TLC)
Cc: Sobers, Ronald (TLC); Hollingsworth, Noreen (TLC); Pennetti, Dianna (TLC)
Subject: RE: I.D BAR CODE
Importance: High

It is not necessary for you to have an ID Card with a bar code and any recommendations that staff members of other business units have pertaining to how we manage USB operations should be brought by these individuals directly to USB management, so the next time any Staff from other business units have recommendations and/or advisement pertaining to USB operations, personnel, etc., please refer them to me, Chief Dianna Pennetti or Chief Sobers and in our absence said person(s) can provide their comments, concerns, opinion and/or advisement to Assistant Chief Hollingsworth or one of the Deputy Chiefs.

It is also unnecessary for you to copy members of other agency business units on such an email without first having a discussion and/or communication with USB Management, so copying Ms. Majali on the below email was unnecessary; please refrain from doing this in the future.

Louis A. Molina
 First Deputy Chief
 Uniformed Services Bureau
 Enforcement Division
 24-55 B.Q.E. West
 Woodside, NY 11377-7820
 (718) 267-4517 (Office)
Louis.Molina@TLC.nyc.gov



12:59



2 Messages

Operations Commun...



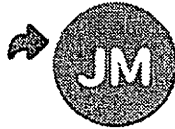
14 KB

SS# 6922

See More



Found in jamesmcmillian1009...

**James McMillian**

12/12/17

To: jamesmcmillian1... >

**From:** Rojas, Carmen (TLC)**Sent:** Wednesday, December 06, 2017 5:03 PM**To:** McMillian, James (TLC)**Cc:** QIETrack (DCAS)**Subject:** Operations Communications Specialist Qualifying Incumbent Examination

Attached please find information regarding upcoming Qualifying Incumbent Examination for the title you are currently serving on.



Sample Em...es (3).docx

14 KB

See More



1:59



SS#
6922



2 Messages
Headphones



Sent from my iPhone

Begin forwarded message:

From: "McMillian, James (TLC)"

<McMillianJ@tlc.nyc.gov>

**Date: January 4, 2017 at 6:21:52
AM EST**

To: "majsty000@gmail.com"

<majsty000@gmail.com>

Subject: FW: Headphones

Co Workers
mobile usage
After my
Termination
+
while I ~~was~~
still on Duty

SS#6922

From: Sobers, Ronald (TLC)

Sent: Wednesday, January 04, 2017 6:16 AM

To: McMillian, James (TLC)

Subject: Headphones

Reminder - personal headphones usage is not authorized when operating the radio communication station while on duty .In addition cell phone are not to used while operating an active radio communication station .

CHIEF OF DEPARTMENT

See More



2:17



12

3 Messages

SUPERVISOR REQUE...

SS#6922

This is a request to become Supervisor of the radio room at TLC. I'm qualified for the job. I've been personally requested as "trainer" for the last six employees that have been hired to work in the radio room. I've also been requested to sit in on future interviews by one of the Deputy Chiefs who is highly respected in this agency. There are Deputy Chief's, Lt's and officers, currently working here, that have assumed, I was already in this position and further questioned, why was I not in this position. It has been mentioned numerous times by these same individuals, my professionalism, radio operating skills and take charge attitude when it comes to keeping things running smoothly is greatly appreciated and I should undoubtedly be I this position. These are just a few reasons why I should be in this position (Operations Communications Specialist Level 2). Every new hire after my being hired, within six months on the job that I've trained, during training, assumed I was the supervisor due to my work ethics as well as my ability to go above and beyond, to assure that they're successful at becoming great operators. It is my great attitude, fast learning skills and ability to work well with those who are in compliance of the rules and regulations, to make our days here at TLC greater. An employee with a great attitude will always rise above an employee with skill. Why? Because an employee with a great attitude and fast learning ability can be taught anything and will successfully handle any challenge or task given, when given the opportunity.

Regards

James McMillian
Radio Room Operator #754
New York City Taxi and Limousine Commission



1:57



2 Messages

TLC DRESS POLICY



From: McMillian, James (TLC)
 Sent: Sunday, July 17, 2016 10:10 AM
 To: 'Clarke, Dorita'
 Subject: TLC DRESS POLICY

Good Day Dorita,

Hope all is well. I was approached by Chief Sobers last Wednesday 07/13/2016 and his words were. "From now on, there is a dress code" I gently asked, "after 3 years"? He says. "yes." Keep in mind, on this particular day, I wore a button up long sleeved summer type of linen shirt, opened with a t-shirt on under it, jeans and white sneakers. I then asked, "is this dress code all across the board (meaning all employees throughout the building including operators) or just for myself"? He stated, "it's all across the board" In the past, I've heard some things about a dress code and many never complied, so I never felt obligated to do so. I honestly do not have a problem with it, however it is to my understanding, the dress code should apply to those who are in contact with the public and we as operators barely come in contact with the public, unless there is something going on and Beavers Street employees happen to stop by for the day, which is rare. I've never dressed inappropriate, holes in my jeans, nor have I ever come to work with any foul odor or offensive writing on my clothing. I was told on this same day by Chief Sobers, I could not wear sneakers as well. He also says, "well I'm sure you have some clothing at home, so you don't have to go out and purchase anything" He then pointed at Chief Mulero sitting close by who, on this day wore a button up shirt and says, "you see how he's dressed? This is what you need to wear" He then goes on to say, "didn't you get the memo? I replied, "no" as I hadn't ever received anything as such. He says, "Do you need me to put that in writing"? I replied, "yes, because if not, this conversation isn't official" I looked up the rules and regulations regarding dress code for our agency as well as city employees and it does not say



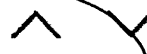
SS#6922
 This email
 was not
 answered
 nor was
 Ronald
 Sobers
 addressed
 by
 Dorita Clarke

2:00



1

2 Messages TRAINING NEW HIRES



From: McMillian, James (TLC)
Sent: Sunday, July 17, 2016 1:43 PM
To: Clarke, Dorita
Subject: TRAINING NEW HIRES

Hey again Dorita,

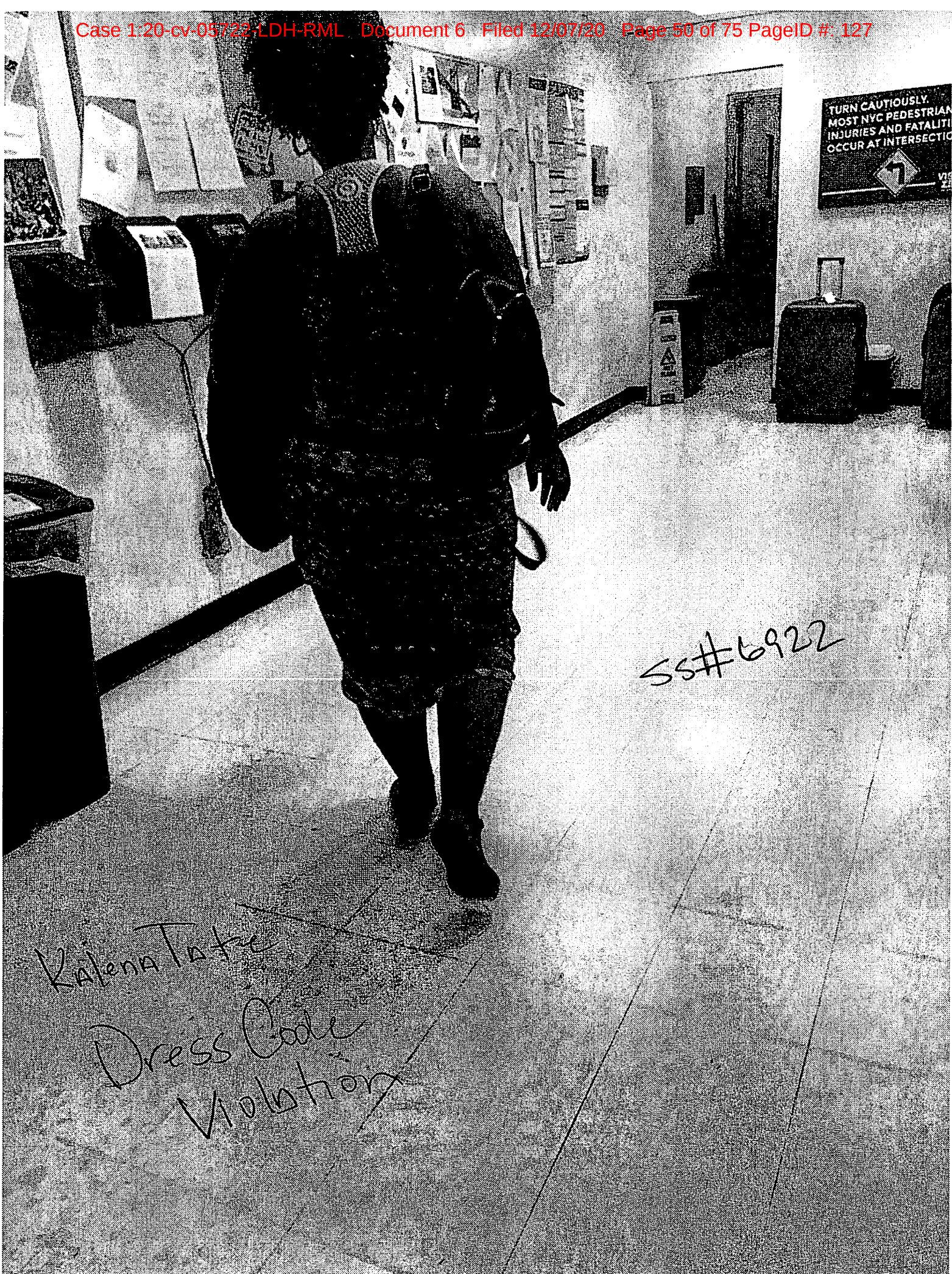
I was also wondering about my training new hires. Is this in the policy? I'm asking due to my way of going above and beyond to assure my coworkers are always okay, meaning, if it's simply getting a proper meal (a full hour) or helping them when in need to see that they succeed in their job daily etc. It is my belief, I've been chosen to train all new hires because of this and how well I do my job (never any complaints). The Chief's always say, "I want you to sit with McMillian, he's a great operator. I've witnessed and heard others refuse to train and it being accepted by the Chiefs, as they do not mind overlooking someone who does not want to train due to their character and attitude towards work. I do not think this is fair nor proper work ethics. Am I obligated to train new hires? I've never been the type to complain about any task given, even when asked to empty the trash. Am I obligated to do this as well when asked by someone over me in rank? I was under the impression, this is a cleaners job, not mines. I honestly believe those who are in charge of this agency do what they want, solely due to no one ever having come in this agency to correct their behaviors. This is actually a great agency to work for and I am happy with my daily work routine. I've inquired about my being able to become a supervisor and I was told by Chief Sobers, "he'd have to speak with the Commissioner and see if it's needed" meanwhile a huge amount of officers, a few deputy chiefs, new hires (four to be exact- "are you the supervisor"?) have made mention that I should be in this position, witnessing how I work. I spoke with Melissa Marrero from Beaver Street and there is a such thing within this agency known as Level I and Level 1 & Level 2. It is considered a step up/supervisory position,

with a step up financially as well. Sobers says "a few days



SS#6922

No
Response
S

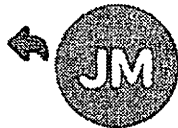


2:28

5 Messages
EAP

Hi James,
 I'm so glad that it is working out so far! That is
 awesome news. Thank you for keeping me in the loop
 and I wish you guys all the best.
 Let me know how it goes and have a good weekend.
 Best,
 Jenn

See More

Found in jamesmcmillian1009... 

Jennifer Magdits
 To: James Mcmillian >

5/9/18

Hi James,
 I'm so happy to write to you and let you know that I
 found you a therapist and I think she'll be a great fit.
 She is in the Forest Hills area.
 Here is her information:
 Bernice Brief, LCSW
70-50 Austin Street
Suite LL 116
Forest Hills, New York 11375
 Her cell is: 917-572-3693

SS# 6922

When you call you will probably have to leave a
 message. Just let her know that you were referred by
 Jenn at NYC EAP. She is expecting your call.
 Right now she has a Friday opening.
 Please let me know how it goes, and thank you for being
 so patient with me.



2:27



19

5 Messages
EAP

To: Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov>
Subject: Re: EAP

Good Morning Jen,

I appreciate your making every effort to place me. Friday's are my days off. However, I can make an appointment to see a female counselor in the afternoons, per say, 430/5pm. This will give me enough time to leave work at 3pm and make it on time for an afternoon session weekly.

Thank you much

JM.

SS# 6922

Sent from my iPhone

On May 7, 2018, at 12:54 PM, Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov> wrote:

Hi James,

I just wanted to send you a quick email to let you know that I haven't forgotten you. This is taking way longer than I expected- particularly with your availability on Friday. I did make a few more calls this morning so I'm hoping to have some news for you soon. Thanks for being so patient with this process.

Best,

Jennifer Magdits, LMHC

NYC Employee Assistance Program

Mayor's Office of Labor Relations

Office location: 250 Broadway, 28th Floor, New York, NY 10007

Mailing address: Attn: NYC EAP, 40 Rector Street, 4th

FL... NY 10006



2:27



18

5 Messages
EAP

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Thank you much

JM.

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Best,

Jennifer Magdits, LMHC
NYC Employee Assistance Program
Mayor's Office of Labor Relations
Office location: 250 Broadway, 28th Floor, New York, NY 10007
Mailing address: Attn: NYC EAP, 40 Rector Street, 4th Floor, New York, NY 10006
Phone: (212)306-7660
Fax: (212)306-7666



2:26

5 Messages
EAP

From: James Mcmillian
[mailto:jamesmcmillian1009@gmail.com]
Sent: Thursday, May 10, 2018 12:30 PM
To: Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov>
Subject: Re: EAP

55#6922

Hello Jen

I just made contact with Bernice Brief. I start counseling tomorrow. And get this, Stephanie and I have appts in the same area different counselors 15 mins apart. How awesome is that. We do everything together in this beautiful love God has blessed us with.

Thanks again and have an awesome.

JM.

Sent from my iPhone

On May 9, 2018, at 3:02 PM, Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov> wrote:

Hi James,
I'm so happy to write to you and let you know that I found you a therapist and I think she'll be a great fit. She is in the Forest Hills area.
Here is her information:
Bernice Brief, LCSW
70-50 Austin Street
Suite LL 116
Forest Hills, New York 11375
Her cell is: 917-572-3693



2:24



5 Messages
EAP



We appreciate you

J&S

SS# 6922

Sent from my iPhone

On Jun 18, 2018, at 3:34 PM, Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov> wrote:

Hi James,

I just wanted to check in. Have you been seeing Bernice? If so, how has it been going? Please send me an e-mail when you get a chance to let me know how you are doing, or give me a quick call. I hope you are well, and that I hear from you soon.

Best,

Jennifer Magdits, LMHC

NYC Employee Assistance Program

Mayor's Office of Labor Relations

Office location: 250 Broadway, 28th Floor, New York, NY 10007

Mailing address: Attn: NYC EAP, 40 Rector Street, 4th Floor, New York, NY 10006

Phone: (212)306-7660

Fax: (212)306-7666

From: James Mcmillian

[<mailto:jamesmcmillian1009@gmail.com>]

Sent: Thursday, May 10, 2018 12:30 PM

To: Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov>

Subject: Re: EAP

Hello Jen



2:24

5 Messages
EAP**From:** James Mcmillian**[mailto:jamesmcmillian1009@gmail.com]**

SS # 6922

Sent: Tuesday, June 19, 2018 1:11 PM**To:** Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov>**Subject:** Re: EAP

Hello Jennifer,

First allow me to say, thank you much for reaching out. Stephanie and I really appreciate your concern.

As of May 14/15, 2018, I was terminated from TLC. They claim I wasn't chosen for an appointment regarding my Civil Servant Title, well, at least this is what they stated. Of course they wouldn't say, you weren't chosen because you are one of the most qualified Operators, however, we do not like you because you are by the book and we cannot mistreat you the way we do the other employees.

I could not go see Bernice because, once the job terminated me, my health benefits went along with it.

Thanks again Jen

We appreciate you

J&S

Sent from my iPhone

On Jun 18, 2018, at 3:34 PM, Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov> wrote:

Hi James.



2:24



12

5 Messages



Found in jamesmcmillian1009...



SS # 6922

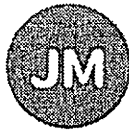
Siri found new contact info



Jennifer Magdits



jmagdits@olr.nyc.gov add...



Jennifer Magdits

6/19/18

To: James Mcmillian >

RE: EAP

James,

Oh no! I am so sorry to hear this. Have you spoken to your union? Is there any way they can fight this? Again, I am so sorry. If you and Stephanie are domestic partners, perhaps you can get under her benefits? Please let me know if I can help in any way.

Best,

Jennifer Magdits, LMHC

NYC Employee Assistance Program

Mayor's Office of Labor Relations

250 Broadway, 28th Floor, New York, NY 10007Phone: (212)306-7660Fax: (212)306-7666

From: James Mcmillian

[mailto:jamesmcmillian1009@gmail.com]

Sent: Tuesday, June 19, 2018 1:11 PM

To: Jennifer Magdits (OLR) <jmagdits@olr.nyc.gov>



2:28

5 Messages
EAP

Hi James,

I'm so happy to write to you and let you know that I found you a therapist and I think she'll be a great fit.

She is in the Forest Hills area.

Here is her information:

Bernice Brief, LCSW

70-50 Austin Street

Suite LL 116

Forest Hills, New York 11375

Her cell is: 917-572-3693

SSH 6922

When you call you will probably have to leave a message. Just let her know that you were referred by Jenn at NYC EAP. She is expecting your call.

Right now she has a Friday opening.

Please let me know how it goes, and thank you for being so patient with me.

Best,

Jennifer Magdits, LMHC

NYC Employee Assistance Program

Mayor's Office of Labor Relations

Office location: 250 Broadway, 28th Floor, New York, NY 10007

Mailing address: Attn: NYC EAP, 40 Rector Street, 4th Floor, New York, NY 10006

Phone: (212)306-7660

Fax: (212)306-7666

See More



Found in jamesmemillion1000



2:12



RemoVed from RADl...



1:51



2 Messages
RADIO ROOM



From: Atuegbu, Sylvester (TLC)
Sent: Tuesday, May 09, 2017 8:31 AM
To: Kooma, Stephanie (TLC)
Cc: Sobers, Ronald (TLC); Hollingsworth, Noreen (TLC);
Andrews, Linda (TLC); Robinson, Brian (TLC); Rivera, Juana
(TLC); Johnson, Troy (TLC)
Subject: RADIO ROOM

Officer Kooma,
Effective immediately, you are directed to refrain from
the radio room unless it is for official business.
Thank you

Sylvester Atuegbu
Captain
New York City Taxi and Limousine Commission
24-55 BQE West, Woodside NY 11377
718.267.4555 Phone
646.939.7844 Cell
718.956.6204 Fax
Sylvester.atuegbu@tlc.nyc.gov

Unauthori

See More



Officer Kooma, S
Banned from Radio Room!!



5:27



Done NO COMPLY DRIVER 08....



Sheet1 Sheet2 Sheet3

NEW YORK TAXI & LIMOUSINE COMMISSION	
Woodside Communications Division	
Incident Report	
DATE	sq.04
AT APPROX 12:00 PM, I RECEIVED A CALL FROM A VEHICLE AT 125 STREET	
AS AVE PLATE 0K12P231 NOT FOUND ON A B1	
UNDER TIME 1227 WITH 121P (1201 123 PCT 88P ON 3/21)	
AT 1235 HOURS HAVE GASHWID, ALVARADO, 110 E. 1201 121 PCT 1201	
OFFICER 479 TRINIDAD (TRANSPORTING PLATE RND 8232, 1201 123 PCT 88P ON 3/21)	
BE TO 123 PCT 88P ON 3/21	
PP TO 123 PCT 88P ON 3/21	
NO ATTACHMENTS AT THIS TIME.	
ARRESTING: ISLAM	
ARRESTING: 1201	
751	
As the start and end of every tour the Tour Command Desk & Tour Chief will be notified of the above.	
MAKE COMPUTER COPIES OF DRIVER & VEHICLE INFORMATION AND ATTACH IT TO THIS	
REPORT. INCLUDE NAMES, SHIELD NUMBERS AND AGENCIES THAT	
RESPOND. PLEASE INCLUDE NAMES AND CONDITIONS OF OFFICES AND PERPS.	

SS#6922

Unprofessional
Incident Report S!!



SS#6922

My Professional
Report Instructed
By Ronald Sobers



SS# 6922

Report By Kalena Tate
Unprofessionals -
Overlooked By Ronald Sobers

1:36



2 Messages
EAP



From: McMillian, James (TLC)
Sent: Monday, April 09, 2018 8:03 AM
To: Sobers, Ronald (TLC)
Cc: Hollingsworth, Noreen (TLC); Pennetti, Dianna (TLC)
Subject: EAP

Chief,

I will be attending a meeting with the EAP (Employee Assistance Program), located at 250 Broadway in MTN this Thursday April 12, 2018. I am scheduled to arrive at 1300hrs. I will need to depart from woodside at 1200hrs.

Thank you

*Attempt to get
Help!!*

McMillian, J. #754
Tour Command
NYC Taxi & Limousine Commission
24-55 BQE West
Woodside NY 11377
718-267-4500

See More



1:31



2 Messages
1 UNDER.xls



From: McMillian, James (TLC)
Sent: Monday, July 10, 2017 2:20 PM
To: Sobers, Ronald (TLC)
Cc: Andrews, Linda (TLC); Jasper, Yvette (TLC); Torres, Jose (TLC); Hollingsworth, Noreen (TLC); Mulero, Edwin (TLC); Lorenzi, Edwin (TLC); Pagan, Marcos (TLC); Ramos, Israel (TLC); Joseph, Edwidge (TLC); Zhou, Weining (TLC); Luo, Hong Liang (TLC); Lombardi, Christopher (TLC); RadioRoom
Subject: 1 UNDER.xls

(89) ADA'S OFFICE AT 1415HRS.

SS# 6922

JM OPER#754
RADIO ROOM



1 UNDER.xls
105 KB

See More



Sleeping On the Job. SS#6922



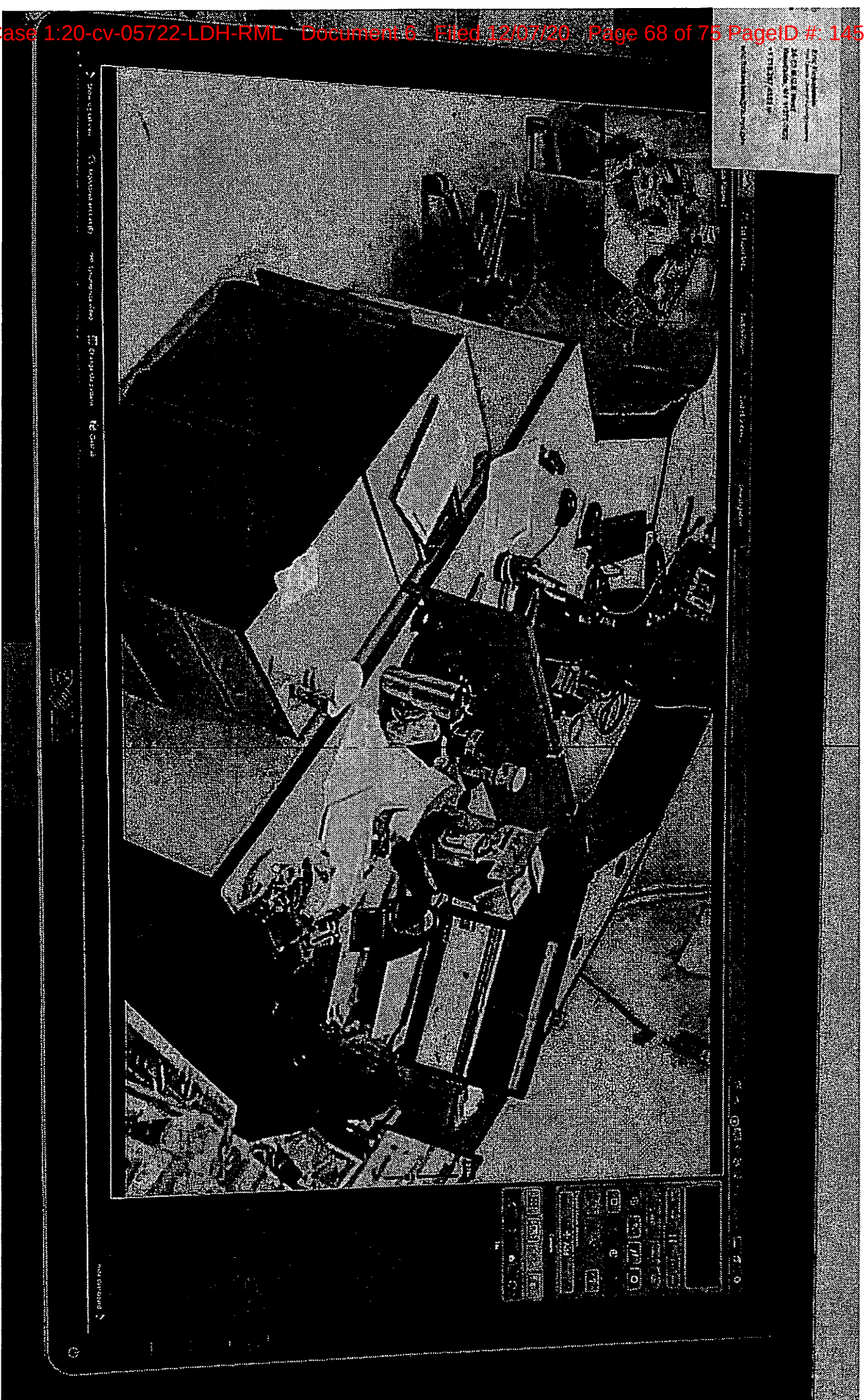
LT Arins



U
Hanging Out in
Communications (Radio Room) on Cell Phone
with Supervisor Lt. Arins!!
Present

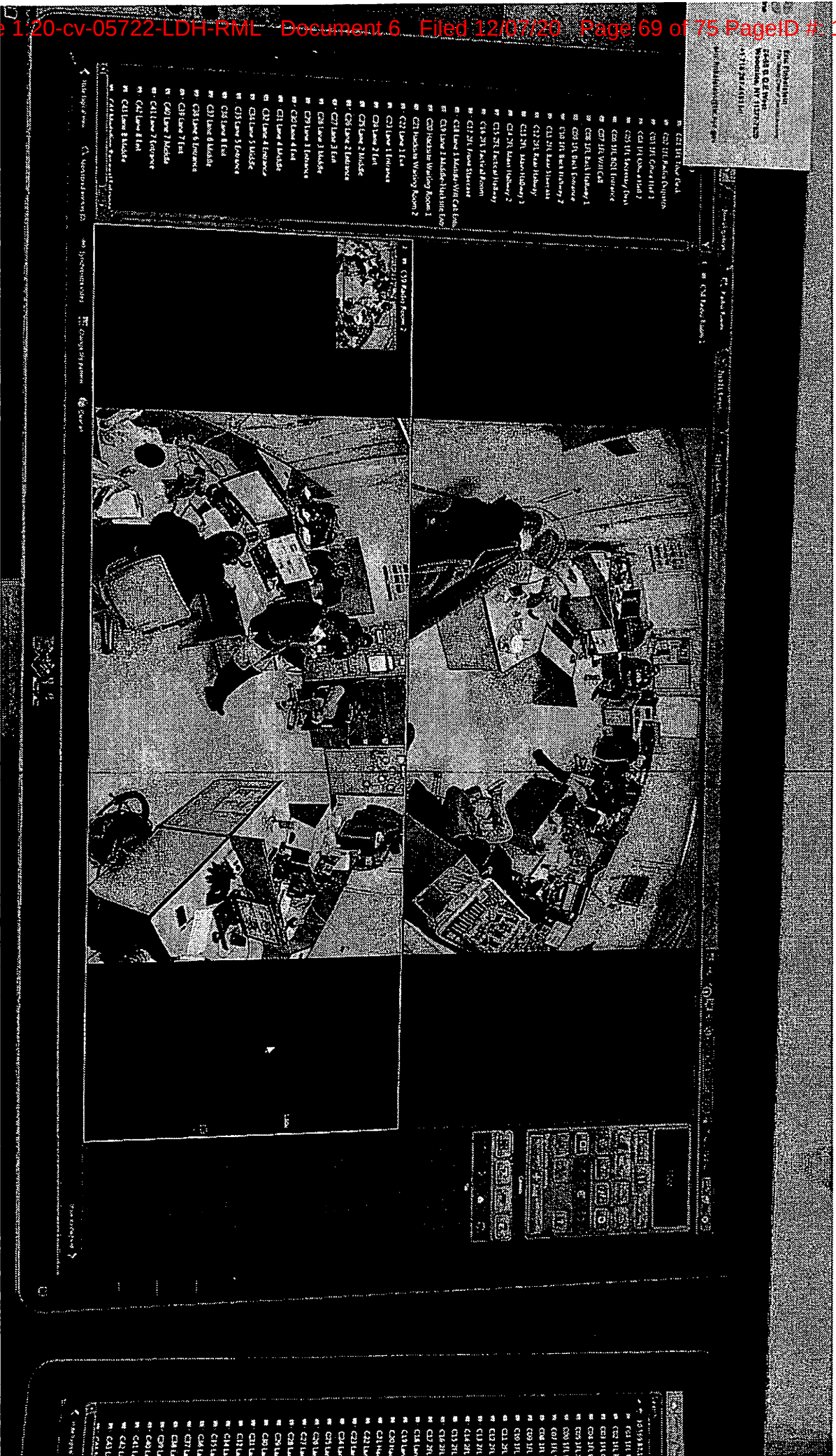
Kelena Tate

Use of Cell Phone
During Work | Sloppy Work Station w/ Mirror 1)

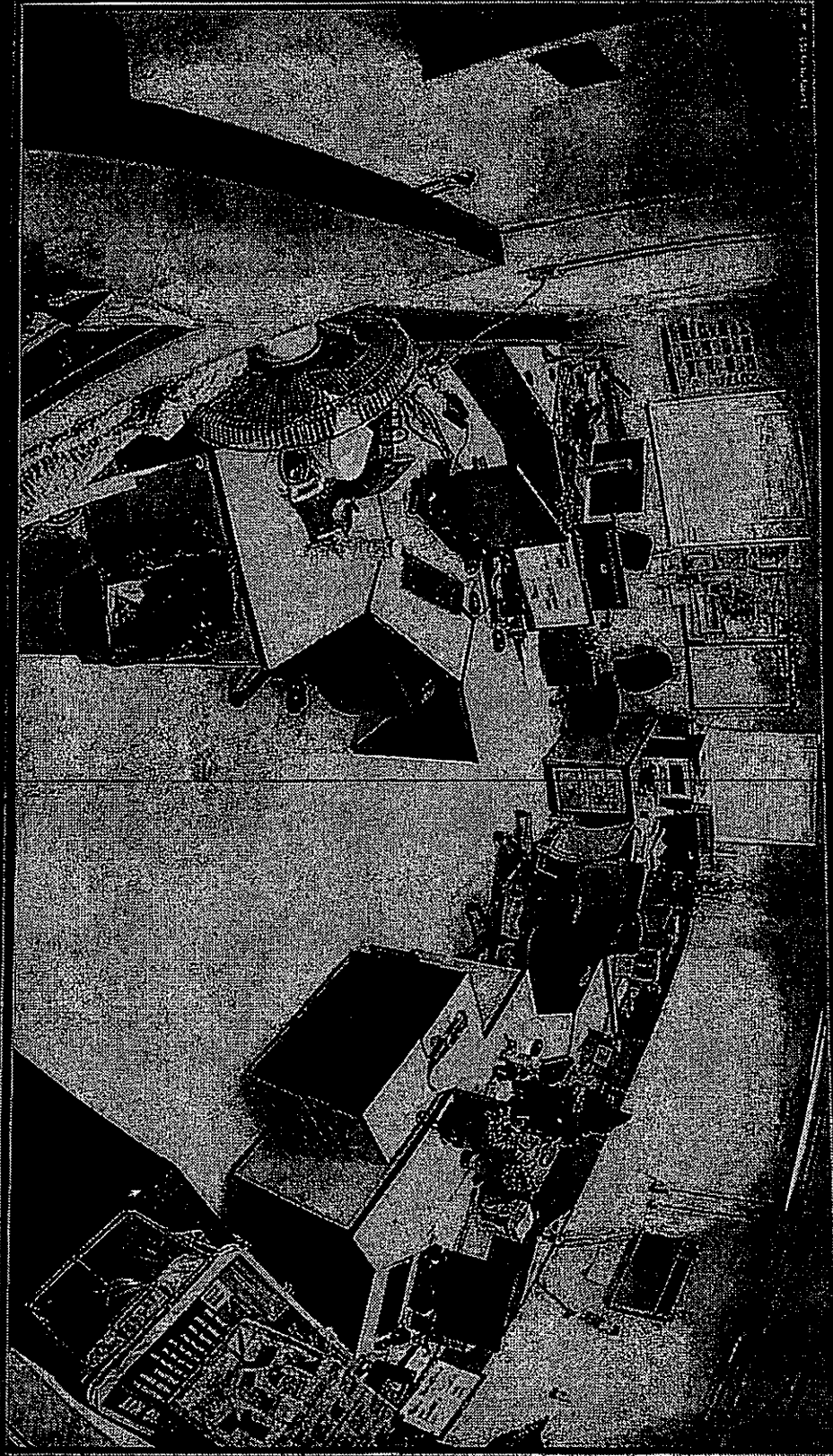


For Information
24/7 Cell Phone
Support, 877-777-7777
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SS# 6922



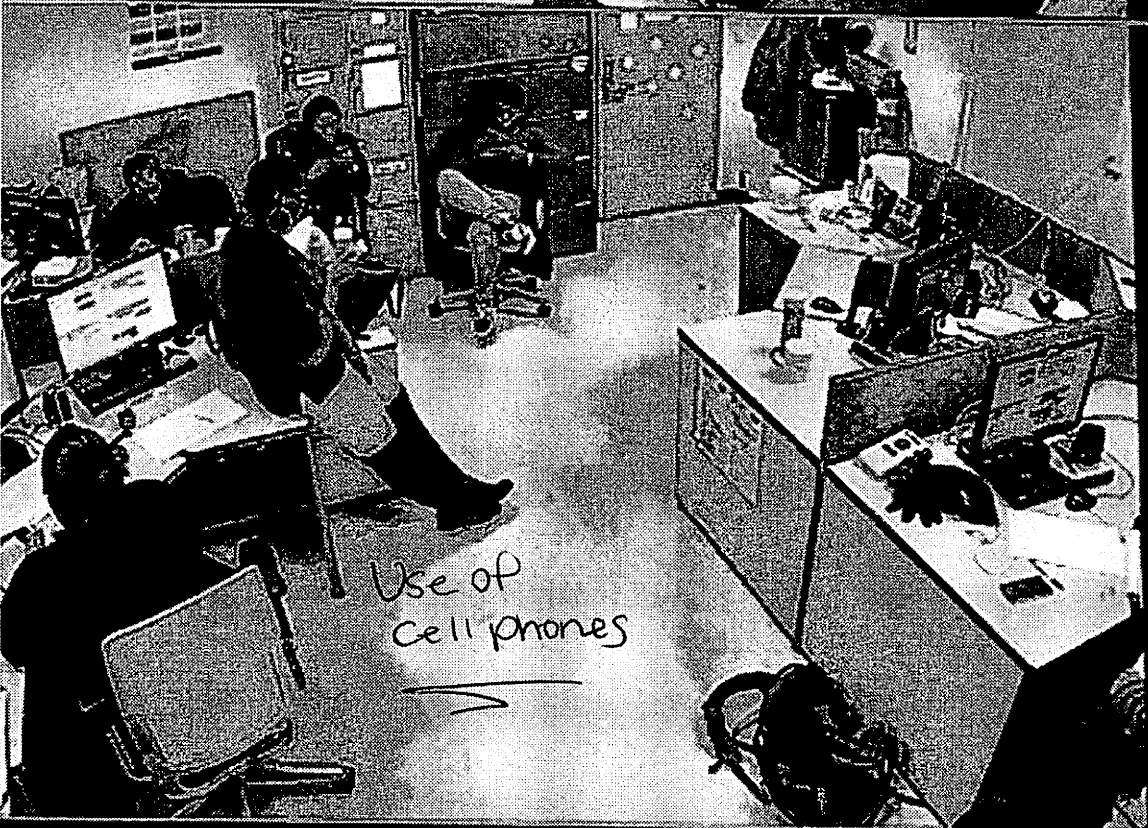
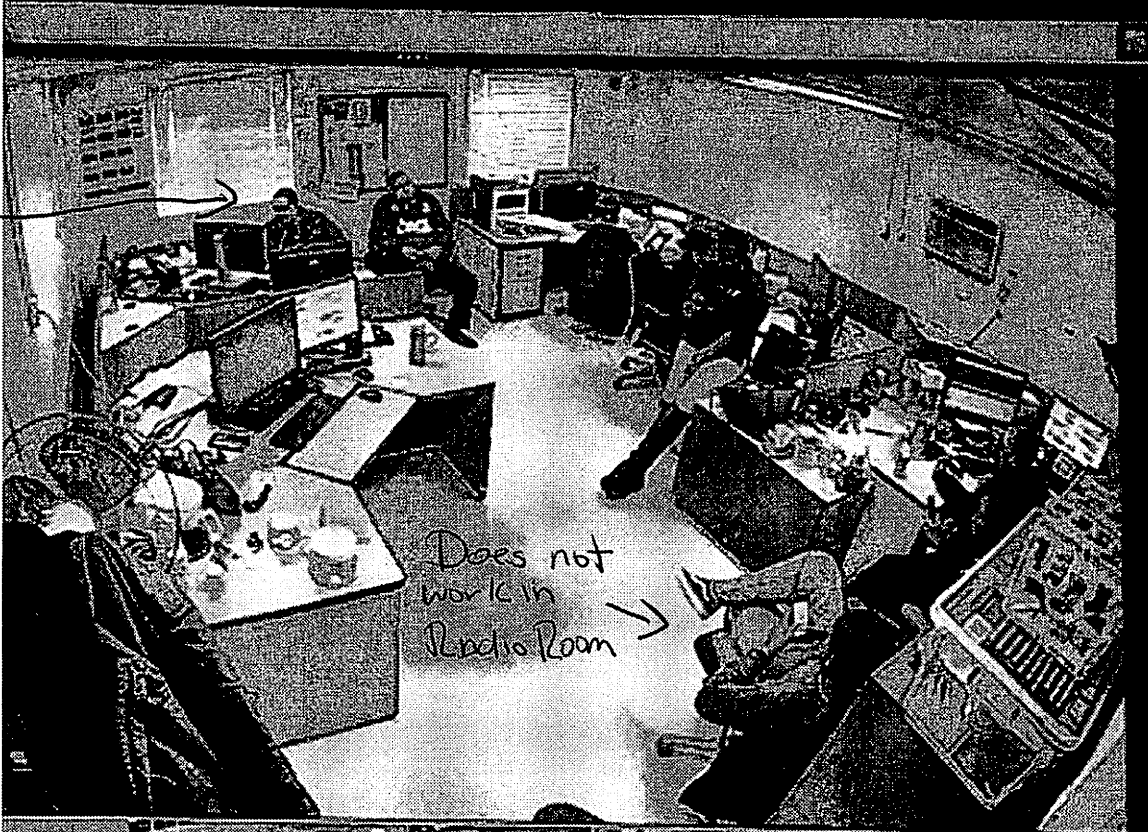
Hanging Out in Radio Room Violations
5 people using mobile phones during work hrs



Radio Room left unattended (15 mins)!!

55# 6922

Supervisor
Lt Arias
present



DELL

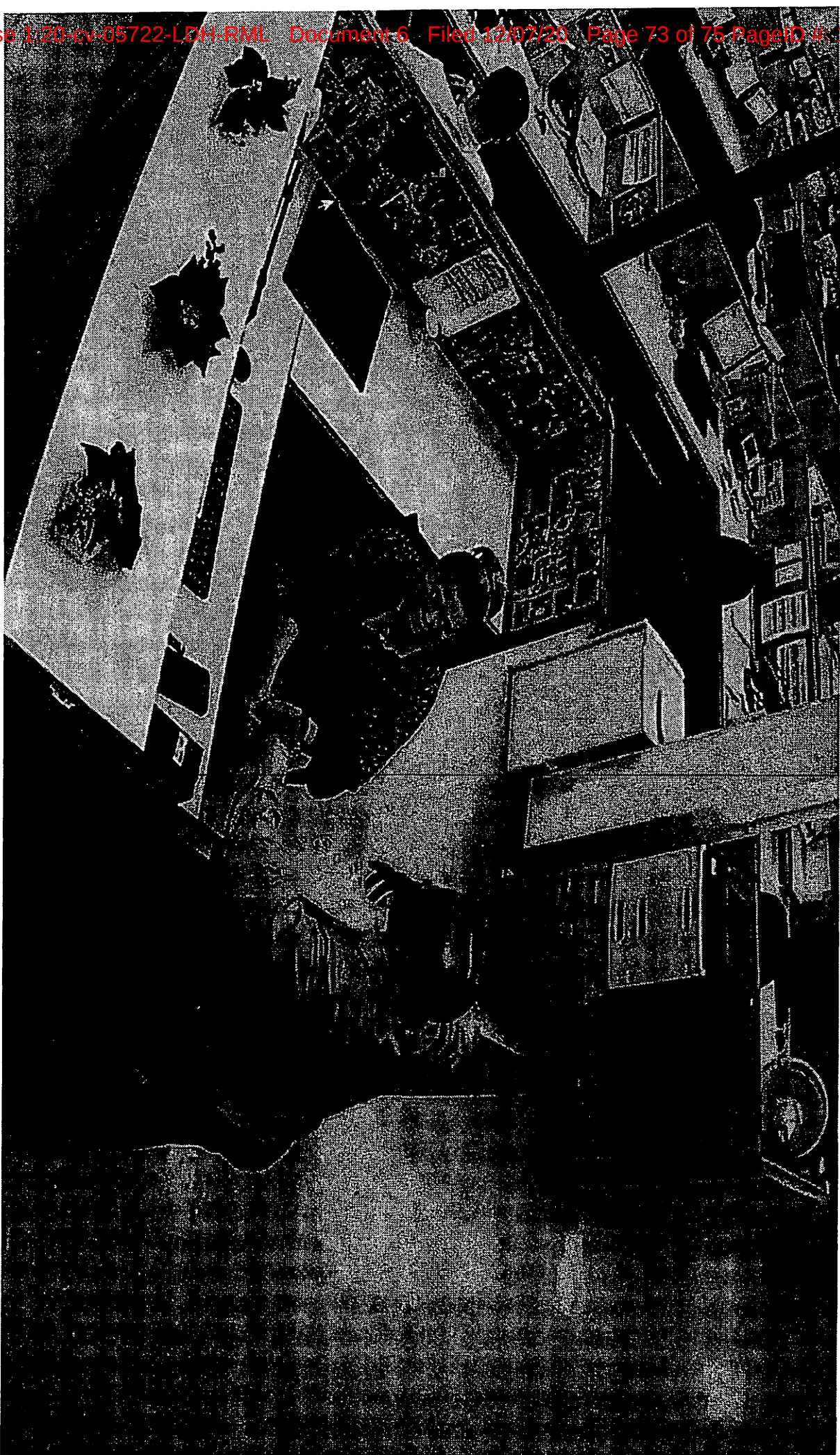


Officer Terrence Williams (in Radio Room) Not Conducting Business



DOLL

Also Administrative worker
In Radio Room Daily - after Officer Koma Was Banned!!



Chief Joseph, Edwige

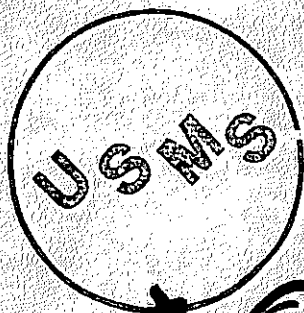
20-CV-5722 (LDH)(RML).

SE OFFICE *

V-5722(LDH)(RML)*

Mr. Jones & McMillan (Order
137-79 70th Avenue
Flushing N.Y. 11367
Apt #1

* Attn: PRO



* Order 20-cv